

PART III

FORCE PROJECTION OF PERSONNEL UNITS AND OPERATIONS

INTRODUCTION

Part Three describes personnel doctrine as it applies during the buildup and subsequent drawdown of personnel assets before and after a military operation, as defined in FM 100-5. This part includes the deployment, to include mobilization, redeployment, demobilization, and sustaining base operations.

Outside of conflict, personnel units are especially critical during pre-conflict/war and redeployment activities. Normally, personnel units are among the first to deploy and the last to redeploy. Commanders should anticipate this and plan accordingly. Personnel units are also important in operations other than war and they must plan for providing support to soldiers invoked in those operations. To support personnel readiness management, commanders should ensure that the personnel information element deploys early into the theater, usually concurrent with other sustainment data bases.

DEPLOYMENT

Portions of the personnel management structure must deploy to support contingency operations. The sustaining base can provide limited support to deployed forces; however, some personnel systems must immediately provide support in close proximity to deployed forces. At the operational level, some personnel managers must deploy with combat forces to establish essential personnel systems in the theater of operations. Personnel mobilization and deployment is described in Chapter 23.

Chapter 23 describes how the personnel management centers and personnel units deploy and operate in support of force projection. Successful operations involving the projection of force require tailorable, flexible personnel operation capability. The type and size of personnel elements that deploy depend upon the nature of the operation, size of the force, maturity of the theater, availability of in-theater assets, and host nation capabilities. Force projection may require the development of forward support bases, intermediate staging bases, and a lodgement in theater with its support requirements. Personnel units must demonstrate the ability to alert rapidly, mobilize, deploy, and conduct operations anywhere in the world in war and operations other than war.

Decisions on deployment sequence and unit force tailoring are a function of the deployment considerations defined by FM 100-5, METT-T, and strategic lift.

Units may conduct split personnel operations to reduce the burden on the deployment flow and to prevent unnecessary personnel and equipment in theater. To fully support the deployed commander, split operations require assured, real-time communications systems that allow major elements of personnel units to remain in CONUS, to receive and act on information, and to send forward necessary information, personnel, and equipment as needed. Automation elements and equipment must be setup in theater to allow real-time information access to support the commander's decision-making process.

REDEPLOYMENT

The personnel structure must support the redeployment process and concurrently continue to operate the critical personnel systems. Additionally, leaders must plan and execute an orderly disengagement and redeployment process for the personnel structure itself. Redeployment is described in Chapter 24.

DEMOBILIZATION

The personnel structure within the deployed force and the sustaining base must support the demobilization process. Within the deployed force, the personnel structure must assist commanders in performing preliminary demobilization actions. Within the sustaining base, the personnel structure must support the demobilization process from unit/individual arrival at the demobilization station to return to the home station. Demobilization is described in Chapter 25.

SUSTAINING BASE OPERATIONS

The sustaining base supports the deployed force in the following areas: soldier readiness processing, data base management, custody and maintenance of personnel records for soldiers and Army civilians, family support, and casualty operations management. Sustaining base operations are described in Chapter 26.